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MONTANA LABOR MARKET

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Monthly Review of
EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT

MONTANA STATE EMPLOYMENT SERVICE
Division of Unemployment Compensation Commission of Montana

Albert F. Root, Commissioner | Chadwick H. Smith, Chairman | Paul R. McClure, Commissioner
Mitchell Building — P. O. Box 1728 — Helena, Montana

FL 198 | AUGUST, 1959

July Employment Totals Show No Advance

The number of wage earners on payrolls of Montana industry and commerce remained equal with the June total according to estimates of the Commission in cooperation with the U. S. Bureau of Labor Statistics. Both totals figured at 167,800; the June total is final based on payroll records of 1,236 reporting establishments while the July estimate is based on a sample of 658 selected Montana establishments at mid-July. Employment losses in three major industrial groups during the month cancelled gains in four others allowing no employment advance from the prior month. The current total of wage earners is, however, 3,800 above the nine-year July employment average of 164,000 from 1950-1958.

Three Lose Ground

Government employment was down 900 from June on the state and local level with the release of teachers and other school personnel during the summer months. A readjustment of working forces in the service industries resulted in a loss of 200 workers. Petroleum and natural gas production had 100 fewer workers this month than last.

Four Continue Gains

Seasonal advances in contract construction lifted employment levels in this industry 700 over June to a total of 14,800 representing a sizeable 2,000 employment increase over July of last year. A June to July gain of 300 in manufacturing was chiefly in lumber and food products. The opening of finance and loan company offices in the major cities of the state helped boost employment in the finance, insurance, and real estate groups by 100 over the prior month. In the transportation and utilities group, a rise of 100 came as a result of expanded work forces on railroad track and maintenance crews.

DARK CLOUDS GATHER ON LABOR MARKET SCENE AS METAL MINING STRIKE LOOMS

Under the threatening shadow of a strike in the metal mining industry, labor market activity during July seemed to be content to coast along after the 5,200 workers added to the June payrolls. A sizeable cut in Monana's reserve supply of available labor occurred during July with over 2,700 fewer work applicants at local employment offices than when the month began. The balance of 7,800 still awaiting job opportunities, however, is still nearly 2,800 over the July average of job seekers for the past nine years. Credit for the reduced worker applicant count goes chiefly to increased hiring during the month in fields of agriculture and construction.

Although the Montana economy enjoyed vigorous health at mid-year, several ominous signs on the economic horizon which could temporarily upset the future labor market picture bear watching. Highway construction may lose some of the force of the past year as a result of the expected deficit in the trust fund covering the federal program and employment totals in this industry could come tumbling down.

The most pressing immediate problem which tempers economic optimism is the August 19 strike date set by the Butte Miner's Union of International Union of Mine, Mill, and Smelter Workers against the Anaconda Company. Negotiations between the Union and the Company which began June 1, 1959, could not bridge the gap of differences between the two factions. A strike vote was the result and the date was set. Approximately 5,600 members of the striking union in Anaconda, Butte, Great Falls, and East Helena would be directly involved. Secondary unemployment caused by the dispute would idle an estimated 2,000 additional workers. The loss in wages alone from the Anaconda Company's Montana payrolls would approximate three million dollars per month.

The effects of a prolonged strike would leave the greatest scars in Butte and Anaconda. Butte has always been known as a "one industry" town and whatever happened in metal mining, good or bad, was soon reflected in channels of trade and commerce. The whole community went along with this idea until it became clear in 1957 that improved mining techniques and economics adopted by the Anaconda Company had a noticeable effect on employment in the area.

With it came the realization that what Butte needed was a wider industrial base with more diversification and new industry if employment in the area was to be maintained at near normal levels. A community planning group was organized for this purpose but activities are only in the early stages of development.

Unemployment Claims Expected to Double

Based on claims experience of a similar labor dispute in the metal mining industry, which lasted eight weeks in 1954, it is estimated that 2,000 new claims could be filed, doubling the present weekly claim totals. Although Montana law bars payment of unemployment compensation benefits to members of a struck union, other workers not directly involved, participating in or financing the labor dispute, but idled because of it are usually eligible for unemployment benefits depending on the circumstances in each individual case. Loss of purchasing power in the community where the strike occurs also creates secondary unemployment as trade, service, transportation, and other workers are terminated. The majority of the claims are expected to be from Butte and Anaconda.

LABOR TURNOVER RATES IN MANUFACTURING AND MINING INDUSTRIES
(per 100 employees)

INDUSTRY	ACCESSION RATE						SEPARATION RATE								
	Total			New Hire			Total			Quit			Layoff		
	1) Jun 1959	2) May 1959	Jun 1958	Jun 1959	May 1959	Jun 1958	Jun 1959	May 1959	Jun 1958	Jun 1959	May 1959	Jun 1958	Jun 1959	May 1959	Jun 1958
3) All Manufacturing	9.1	6.9	5.2	7.6	4.9	3.6	5.1	4.8	2.4	2.4	2.4	1.5	0.5	1.6	0.3
Durable Goods	10.4	8.5	5.8	8.6	4.7	4.0	4.6	3.8	2.7	2.1	2.3	1.6	0.4	0.8	0.4
Primary Metal	7.8	3.1	3.1	6.4	1.3	1.9	5.1	2.4	1.7	1.7	1.3	0.8	0.1	0.6	0.5
3) Nondurable Goods	6.8	4.3	4.2	5.7	3.7	2.8	6.0	6.5	1.8	2.8	2.5	1.3	0.7	3.0	0.2
All Mining	6.6	6.7	6.0	3.7	2.7	1.3	6.2	6.7	7.3	3.2	4.1	4.2	1.7	1.8	2.3
Metal Mining	6.7	5.9	3.8	2.4	0.1	0.6	5.9	6.4	7.6	3.7	5.2	3.0	0.5	0.2	3.4

1) Preliminary rates based on all data available at publication time. 2) Figures previously revised on more complete returns.
3) Excludes sugar and canning industries. Total separations include discharges and miscellaneous separations.
1959 rates not strictly comparable with 1958 rates due to change in reporting form from which basic data are obtained.

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Along the Hiring Line—Field Summary, August 1

ANACONDA, Deer Lodge, Phillipsburg—(227 jobseekers, 90 new; 123 men, 104 women). Metal mining strike threat slowed smelter hiring and affected hiring patterns in other local industries. Most construction projects on schedule; new bowling alley slated for opening in September. Some worker shortages still evident in skilled classifications and prison guards.

BILLINGS, Columbus, Hardin, Hysham, Laurel, Red Lodge, Roundup—(850 jobseekers, 615 new; 552 men, 298 women). Economic health of community in good shape with employment expansion in most major industrial groups. Eighty July building permits over ¾ million dollars; largest single project, 83 thousand dollar addition to local hospital. Current highway projects approximate 3 million dolars in shape of 18 bridges, 2 overpasses, 13 miles of road construction and jet aircraft landing strip. Farm employment exceeds last year with further expansion seen with start of grain, sugar beet, and corn harvest.

BOZEMAN, Ennis, Three Forks, Trident—(428 jobseekers, 267 new; 263 men, 165 women). Good progress on current building projects including heavy schedule at state college site. Several old buildings being razed to make way for new bank. Forty new homes under construction. Full-time schedules maintained in logging and sawmill operations with shortage of timber fallers current.

BUTTE, Virginia City, Whitehall—(1,048 jobseekers, 259 new; 656 men, 392 women). Strike scare in metal mining had little effect on the July hiring; employment expansion noted in most industries over last year. Plumber strike settled during the month, followed by walkout of Painter's Union members involving 85 workers. Projected construction projects include shopping center and motor hotel totaling 1 million dollars. Good volume in trade and service industries during the month.

CUT BANK—(102 jobseekers, 58 new; 55 men, 47 women). Increased hiring in construction and oil field activities highlighted the labor market picture during July. Several area road jobs operating on two-shift basis. Construction began on power line between Shelby and Cut Bank, and new radar base power station scheduled for August. Shortages of farm labor current throughout the month.

DILLON—(59 jobseekers, 185 new; 23 men, 36 women). Sale of iron-ore reserve near Dillon announced during month. Ore concentrates will move to Canada for treatment and processing, with potential estimated at 60 million tons. Oiling of city streets completed. New businesses opened during the month include self-service laundry and highway refreshment stand. Agricultural activity in full swing with labor supply and demand in balance.

GLASGOW, Fort Peck, Malta, Opheim—(181 jobseekers, 228 new; 127 men, 54 women). Upswing in air base housing construction created shortage of 50 carpenters during the month. Water line from Missouri River to air base completed with exception of pump houses. Progress on city housing developments moving slowly, hampered by lack of sewer and water connections. Family housing still critical. Grain harvest prospects appear bright.

GLENDIVE, Circle, Wibaux—(139 jobseekers, 177 new; 90 men, 49 women). Contract construction and trade industries largely responsible for employment expansion. Some minor shortages of skilled craftmen developed during the month but have now been alleviated. Work continues on 4 road projects, city curbing and paving, new school, power line, city water plant, and new homes. Commercial building limited. Oil field employment remains unchanged.

GREAT FALLS, Choteau, Fort Benton, Stanford—(1,095 jobseekers, 485 new; 637 men, 458 women). Every major industrial group contributed to employment expansion during the month. Electrical workers dispute temporarily halted some construction projects. Walkout of dry cleaning and laundry workeres ended as 155 workers returned to their jobs. Completion of 3½ million dollar shopping center in November will provide employment for 175. Future projects include sewage disposal plant, bridge, and new housing developments. Continued demand for trade and service workers during the month with shortages of clerical and office workers still evident. Area grain havest will place heavy demand for farm workers.

HAMILTON, Stevensville—(163 jobseekers, 46 new; 88 men 75 women). Building and road construction in area limited. Lumbering and logging in full force with no shortage of workers at present. Area mining operations dormant as result of current steel situation. Cherry harvest later than last year and quality of some fruit damaged by birds.

HAVRE, Chinook, Harlem—(113 jobseekers, 84 new; 31 men, 82 women). Area employment outlook favorable next 90 days with construction, trade and service industries major forces. Considerable loss in railroad employment from last year. Hospital addition completed with working crew moved to construction site of new student union building at college campus. No new highway projects in area with work on overpass 50 per cent completed. Shortage of combine operators and truck drivers expected middle of August as grain harvest gets underway.

HELENA, Boulder, Garrison, Townsend, White Sulphur Springs—(464 jobseekers, 176 new; 285 men, 179 women). Favorable weather kept construction at good pace; shortage of heavy equipment operators developed during the month. Start of construction of ½ million dollar overpass began with foundation and preliminary steel work in progress at present. Eighty workers employed on Helena Valley irrigation project as work progresses on both main and lateral ditching excavations. New bank building opened during month. Shortages of experienced clerical workers still in evidence.

KALISPELL, Columbia Falls, Eureka, Libby, Whitefish—(1,176 jobseekers, 324 new; 472 men, 704 women). Increased activity in lumbering and sawmill operations created heavy demand for both skilled woods and mill workers with shortages still evident. Processing of sweet cherry crop began July 25, several weeks behind last year. 150 jobs eliminated by installation of automatic sorting and packing machinery at cherry warehouse. Job openings in trade and service industries continued as tourist season advanced, and generally improved local labor market conditions over last year were apparent.

LEWISTOWN, Harlowton, Ryegate, Winnet—(49 jobseekers, 50 new; 22 men, 27 women). Grain harvest to start early August; no labor shortages expected until middle of month. Construction, trade and service industries provided most of the employment expansion during the month. No immediate labor shortages expected in nonagricultural fields.

LABOR MARKET INDICATORS

Employment—	July 1959	June 1959	July 1958	July Av. 1950-58
Industrial Employment	167,800	167,800	165,000	164,000
New Job Applicants	4,115	6,034	4,388	3,399
Job Applicants, End of Month	7,792	11,049	11,784	4,953

Insured Unemployment, Week of	Aug. 7 1959	July 3 1959	Aug. 8 1958	Avg. 1st Aug. Wk. 1955-59
New and Renewal Claims	340	418	576	354
Unemployed Weeks Filed	2,080	2,910	4,492	2,274
Total Unemployment Claims	2,420	3,328	5,068	2,628

NINE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS, BY MONTHS (in Thousands)

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Aver.
1951	141.9	139.4	140.3	145.9	149.4	154.1	153.5	154.6	154.3	152.4	151.7	150.6	149.0
1952	140.5	140.7	143.0	149.7	154.8	159.9	159.5	161.2	160.4	157.9	156.0	154.9	153.2
1953	145.8	144.5	146.3	149.7	153.1	158.0	158.5	160.6	160.3	159.6	157.6	156.4	154.2
1954	146.7	145.5	147.2	151.1	155.7	161.6	164.1	165.4	154.8	153.9	158.2	155.7	155.
1955	148.4	146.8	147.4	153.4	158.4	166.8	168.2	170.4	169.8	165.9	162.4	160.3	159.
1956	154.3	152.1	154.2	160.7	167.0	175.0	175.7	177 5	176.9	173.6	167.9	165.2	166.7
1957	159.0	157.8	158.6	163.0	168.6	174.8	176.9	176.8	175.2	170.0	165.4	161.1	167.3
1958	151.9	149.0	149.2	153.6	159.0	164 5	165.0	167.0	165.0	162.0	160.0	157.8	158.7
1959	152.2	150.9	152.3	158.2	162 6	167.8	167.8*						

*Preliminary estimate.

Along the Hiring Line—Field Summary, August 1

LIVINGSTON, Big Timber—(86 jobseekers, 66 new; 28 men, 58 women). Contract construction at seasonal peak with full crews on both building and road projects. High volume in lumber and logging with sawmills at peak employment; one mill added extra shift to fill back orders. One new mill under construction. Little change reported in railroad activities. Demand for hay hands continuing and shortage of qualified irrigators current.

MILES CITY, Baker, Ekalaka, Broadus, Jordan, Terry—(75 jobseekers, 108 new; 49 men, 26 women). Labor market activities slower than usual. Material shortages delayed some construction projects. Local grain crops poor with custom combines bypassing the area for better prospects in northern part of the state.

MISSOULA, Drummond, Arlee, Superior—(838 jobseekers, 341 new; 534 men, 304 women). A 6 million dollar expansion program started at paper mill west of city; 40 to be employed when production begins September 1960. Other construction limited to residential units and school at Frenchtown. Full employment in lumbering and sawmills.

POLSON—(263 jobseekers, 239 new; 134 men, 129 women). Construction of housing development scheduled for August. Increased volume in lumber production added strength to local economy creating new housing starts and spurt in trade and service industries. Sweet Cherry harvest two weeks late; will carry over into August.

SHELBY—174 jobseekers, 105 new; 140 men, 34 women). Clean-up operations following Main Street fire nearly completed. Rebuilding plans underway. Road and building projects continue with maximum crews. Trade and service industries show good volume. Grain harvest to start early August with better than average yields expected.

SIDNEY—(97 jobseekers, 79 new; 58 men, 39 women). Dollar volume of construction projects through July total 443 thousand dollars. Trade industries slow with declines in non-durable goods and household appliances. Irrigated crops, including sugar beets, in good condition, but grain prospects poor.

THOMPSON FALLS, Hot Springs—(90 jobseekers, 56 new; 64 men, 26 women). Employment in Noxon Dam stable at 250. Some construction workers leaving the area. Major highway bridge construction delayed by damaged steel. Smaller construction projects active. Installation of new machinery and equipment in sawmills continuing; lumbering employment at seasonal peak. Railroad employment up with further expansion seen.

WOLF POINT, Plentywood, Scobey—(75 jobseekers, 77 new; 37 men, 38 women). July construction starts included hospital, apartment house, highway bridge, and bowling alley. Most skilled workmen employed. Increased employment noted in cafes, service stations, and farm machinery firms. Increasing demand expected for farm labor next 30 days as grain harvest progresses.

ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL INDUSTRIES IN MONTANA (1)

(Compiled in co-operation with United States Bureau of Labor Statistics)

INDUSTRY	EMPLOYMENT			Net Change	
	July 1959 (2)	June 1959 (3)	July 1958	June '59 to July '59	July '58 to July '59
NON-AGRICULTURAL INDUSTRIES.	167,800	167,800	165,000	00	2,800
Manufacturing	20,500	20,200	21,100	300	— 600
Durable goods	13,000	12,800	13,200	200	— 200
Lumber and timber products	7,400	7,300	7,300	100	100
Primary metals	4,200	4,200	4,400	00	— 200
Other (4)	1,400	1,300	1,500	100	— 100
Nondurable goods	7,500	..7,400	7,900	100	— 400
Food and kindred products	3,900	3,800	4,200	100	— 300
Printing and publishing	1,800	1,800	1,700	00	100
Petroleum refining	900	900	1,000	00	— 100
Other (5)	900	900	1,000	00	— 100
Mining	9,300	9,400	8,300	— 100	1,000
Metal mining	5,900	5,900	4,900	00	1,000
Coal, quarrying and nonmetallic	700	700	700	00	00
Petroleum-natural gas productson	2,700	2,800	2,700	— 100	00
Contract Construction	14,800	14,100	12,800	700	2,000
Conractors, building construction	4,300	4,100	3,600	200	700
Contractors, other than building	6,000	5,900	5,500	100	500
Contractors, special trade	4,500	4,100	3,700	400	800
Transportation and utilities	20,400	20,300	19,800	100	600
Interstate railroads	10,000	9,900	9,800	100	200
Transportation except railroads	4,200	4,300	4,000	— 100	200
Utilities including communication	6,200	6,100	6,000	100	200
Trade	39,100	39,100	39,100	00	00
Wholesale trade	7,800	7,800	7,800	00	00
Retail trade	31,300	31,300	31,300	00	00
General merchandise and apparel	6,100	6,100	6,200	00	— 100
Food stores	4,600	4,500	4,500	100	100
Eating and drinking establishments	8,200	8,300	8,300	— 100	— 100
Automotive and filling stations	6,200	6,200	6,300	00	— 100
Retail trade not elsewhere classified	6,200	6,200	6,000	00	200
Finance, insurance and real estate	6,000	5,900	5,900	100	100
Services and miscellaneous	21,000	21,200	22,100	— 200	—1,100
Hotels, rooming houses, camps, etc	3,200	3,400	3,900	— 200	— 700
Personal services	2,100	2,100	2,200	00	— 100
Other (6)	15,700	15,700	16,000	00	— 300
Government	36,700	37,600	35,900	— 900	800
Federal	10,000	9,900	10,100	100	— 100
State and local	26,700	27,700	25,800	—1,000	900
Great Falls Area (Cascade County)	19,700	19,900	19,300	— 200	400
Manufacturing	3,100	3,200	2,900	— 100	200
Contract construction	2,100	2,100	2,000	00	100
Transportation and utilities	2,200	2,300	2,300	— 100	— 100
Trade, wholesale and retail	5,500	5,500	5,400	00	100
Services and miscellaneous (7)	4,000	4,000	4,000	00	00
Government	2,800	2,800	2,700	00	100

(1) Estimates include all full and part-time wage and salary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants, and self-employed persons are excluded.

(2) Preliminary estimates based on return from samples of 658 selected Montana establishments.

(3) Figures previously released have been revised on erturn from 1,236 such establishments.

(4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.

(5) Includes apparel, chemicals, and miscellaneous manufacturing products.

(6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pictures, amusements and recreation, medical and health, law offices and professional services, non-profit membership organizations and businesses not otherwise classified.

(7) Same as (6) above, also includes finance, real estate and mining.

COMPARISON OF BASIC LABOR MARKET ACTIVITIES IN JULY, 1959 AND JULY, 1958

Employment Service Office	New Job Applicants				Jobseekers in File				Job Placement								U.I. Claims Wk. 8-7	
	July 1959		July 1958		July 1959		July 1958		July 1959				July 1958					
	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	1959	1958
Anaconda	90	18	158	37	227	48	299	75	58	81	139	32	45	49	94	36	130*	281
Billings	615	183	431	176	850	220	1,689	597	458	886	1,344	243	396	824	1,220	183	373	591
Bozeman	267	71	247	69	428	83	700	210	178	286	464	123	156	255	411	124	28	57
Butte	259	59	555	177	1,048	227	2,236	688	126	78	204	35	73	16	89	37	423	1,413
Cut Bank	58	17	66	18	102	29	275	104	75	109	184	66	33	101	134	29	50	80
Dillon	185	84	206	106	59	6	91	25	33	397	430	180	33	374	407	178	29	33
Glasgow	228	65	206	59	181	26	285	61	216	89	305	116	164	53	217	72	45	71
Glendive	177	42	93	21	139	20	120	36	98	819	917	55	60	767	827	45	9	62
Great Falls	485	107	431	99	1,095	167	1,440	365	396	477	873	236	317	466	783	269	335	493
Hamilton	46	7	111	15	163	22	203	49	40	251	291	13	59	396	455	23	49	79
Havre	84	20	104	34	113	10	219	40	135	173	308	150	156	229	385	209	69	93
Helena	176	30	260	72	464	141	512	171	234	127	361	157	131	108	239	122	152	186
Kalispell	324	48	418	84	1,176	112	1,333	368	354	47	401	89	810	27	837	88	235	566
Lewistown	50	9	55	18	49	8	105	24	105	189	294	134	59	155	214	114	13	59
Livingston	66	9	85	15	86	9	118	25	97	75	172	59	56	57	113	39	38	82
Miles City	108	28	132	43	75	12	157	41	90	464	554	52	81	329	410	60	33	70
Missoula	341	109	298	82	838	183	1,064	287	237	205	442	153	209	174	383	190	254	446
Polson	239	12	201	32	263	32	248	87	138	767	905	218	222	901	1,123	285	50	124
Shelby	105	39	138	66	174	63	180	67	106	136	242	62	95	99	194	85	22	74
Sidney	79	19	54	28	97	8	103	20	63	1,357	1,420	36	59	1,550	1,609	43	6	34
Thomp. Falls	56	15	51	14	90	16	198	49	66	13	79	29	60	12	72	29	42	92
Wolf Point	77	13	88	22	75	15	209	53	54	59	113	33	34	51	85	27	35	82
TOTALS	4,115	1,004	4,388	1,287	7,792	1,457	11,784	3,442	3,357	7,085	10,442	2,271	3,308	6,993	10,301	2,287	2,420	5,068

*Include 68 claims of the Federal Employees UC Program, 129 same a year ago.

AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in co-operation with United States Bureau of Labor Statistics)
(Hours and earnings data exclude administrative and salaried personnel)

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	July (1) 1959	June (2) 1959	July 1958	July (1) 1959	June (2) 1959	July 1958	July (1) 1959	June (2) 1959	July 1958
All Manufacturing	$92.82	$93.45	$88.94	39.0	39.1	38.5	2.38	2.39	2.31
Durable goods	91.42	92.12	87.63	38.9	39.2	38.1	2.35	2.35	2.30
Primary metals	95.36	95.36	90.15	39.9	39.9	38.2	2.39	2.39	2.36
Nondurable goods	95.74	96.58	91.57	39.4	39.1	39.3	2.43	2.47	2.33
Food and kindred products	86.94	87.35	79.46	42.0	41.4	41.6	2.07	2.11	1.91
All Mining	99.47	102.50	99.38	40.6	41.0	40.4	2.45	2.50	2.46
Metal mining	100.50	100.65	95.13	40.2	40.1	37.6	2.50	2.51	2.53
Transportation and Utilities (except railrds.)	95.41	94.52	98.94						
Transportation (except railroads)	110.44	110.24	117.71						
Utilities and communication	84.24	82.39	85.44	39.0	38.5	40.3	2.16	2.14	2.12

(1) Preliminary estimates. (2) Figures previously released have been revised on more complete returns.

UNEMPLOYMENT COMPENSATION COMMISSION OF MONTANA

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HELENA, MONTANA

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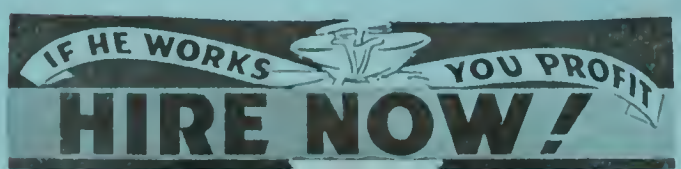

CALL YOUR MONTANA STATE EMPLOYMENT OFFICE WHEN YOU NEED QUALIFIED, EXPERIENCED WORKERS!

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